



Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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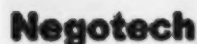
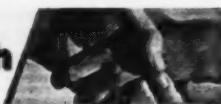
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Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below; the full complement of the **28 available reports** for this issue can be found at [Current Summary Reports](#) (PDF format, 126kb).

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Ontario Children's Aid Society of Toronto, Canadian Union of Public Employees (900 social workers and office employees) <u>0628710</u>	Aug 08
Manitoba Westfair Foods Ltd., United Food and Commercial Workers Union Canada (3,600 retail employees) <u>0433007</u>	Oct 08
Alberta Calgary Health Region, Alberta Union of Provincial Employees, (7,000 non-medical and support employees) <u>1361802</u>	Oct 08
British Columbia Okanagan Tree Fruit Cooperative, United Food and Commercial Workers Union Canada, (600 plant and maintenance employees) <u>0419710</u>	Oct 08

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing](#) (PDF format, 146kb).

Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Current and Upcoming Key Negotiations Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	159,350	ARB/MED/B	Sep 06–Jun 08
Canada Revenue Agency	PIPSC	10,440	ARB	Oct 07
Canada Border Services Agency	PSAC	8,490	B	Jun 07
Canadian Food Inspection Agency	PIPSC/PSAC	5,490	B/ARB	Jun 07/May 08
Parks Canada	PSAC	4,320	MED	Aug 07
National Research Council of Canada	PIPSC/RCEA	3,530	B	Mar 07/Apr 08
City of Ottawa - OC Transpo	ATU	2,000	MED	Mar 08
Marine Atlantic	CAW Canada	780	CO	Dec 07
Private Sector				
Bell Canada (Ont. and Que.)	CEP	1,430	B	Nov/Dec 08
Hudson Bay Mining and Smelting Co., Limited (Man.)	Various unions	1,245	B	Dec 08
Greyhound Canada Transportation Group	ATU	1,050	B	Dec 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO/OSSTF	101,790	B	Aug 08
Government of Ontario	OPSEU/OPP	52,030	B	Dec 08
Ontario Boards of Education	CUPE	31,510	B	Aug/Dec 08

Employer	Union	Employees	Status*	Expiry Month
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	B	Mar 08
Ontario Catholic District School Boards	OECTA	22,150	B/TENT	Aug 08
City of Montréal	Various unions	15,350	B/ARB	Dec 06
Government of Newfoundland and Labrador	NAPE	14,185	B	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Government of Nova Scotia	Teachers	10,500	B	Jul 08
Government of New Brunswick	Teachers	7,280	B	Feb 08
Government of Newfoundland and Labrador	Teachers	7,000	B	Aug 08
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
City of Québec	Various unions	4,530	B/ARB	Dec 06
Government of New Brunswick	Nurses	4,390	B	Dec 07
University of Toronto	CUPE	3,400	B	Apr 08
Conseils scolaires catholiques de langue française	Association des enseignantes et enseignants franco-ontariens	3,400	B	Aug 08
York University	CUPE	3,350	WS	Aug 08
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	B	Jun 08
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Société de transport de Montréal	CSN	2,200	CO	Jan 07
Hydro-Québec	Engineers	1,490	B	Dec 08
Prince Edward Island Department of Health	Nurses	1,200	CO	Mar 08
City of Winnipeg	Firefighters	880	ARB	Dec 07

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Catalyst Paper Corp. (B.C.)	CEP	2,100	B	Apr 08
ATCO Gas (Alta.)	Natural Gas Employees' Association	1,840	B	Dec 08
Lear Canada	CAW Canada	740	CO	Nov 08

* ARB - Arbitration	PAB - Post-arbitration bargaining
B - Bargaining	PCB - Post-conciliation bargaining
B/WS - Bargaining after work stoppage	PMB - Post-mediation bargaining
CO - Conciliation	TENT - Tentative settlement
MED - Mediation	WS - Work stoppage
M/WS - Mediation after work stoppage	

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
City of Toronto	CUPE	29,100	Dec 08
City of Ottawa	CUPE/CIPP	10,140	Dec 08
City of Edmonton	Various unions	8,400	Dec 08
City of Calgary	CUPE/Police	6,780	Jan 09
Ispat Sidbec Ltd.	Steelworkers	1,920	Jan 09
Cargill Ltd. (Alta.)	UFCW	1,700	Dec 08
Canadian National Railway Company	Various unions	1,690	Dec 08
No Frills Franchise Stores	CAW Canada	1,500	Jan 09
Toronto Hydro	CUPE	1,270	Jan 09
Simcoe County District School Board	OPSEU	1,190	Dec 08
Cara Operations Ltd.	Teamsters	1,140	Jan 09
Halifax Regional Municipality	CUPE/NSUPE	1,130	Oct 08
Maritime Employers Association	CUPE	830	Dec 08

Major Work Stoppages

Involving 500 or more employees from **November 7 to November 20, 2008**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
Canada Post Corporation Canada-wide Public Service Alliance of Canada 2,100 technical, administrative, and support employees	Sick leave and job security	Nov 16/2008	
Potash Corporation of Saskatchewan Inc. Patience Lake, Allan, and Cory, Saskatchewan United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union 500 mining employees	Wages	Aug 7/2008	Nov 17/2008
Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation Montréal, Quebec Fédération du commerce inc. (CSN) 600 hotel employees	Wages, working conditions, and benefits	Aug 28/2008 Aug 5/2008	Nov 13/2008 Aug 6/2008
York University Toronto, Ontario Canadian Union of Public Employees 3,350 professors and teaching assistants	Not available	Nov 6/2008	

Innovative Workplace Practices—3rd Quarter 2008

*Bruce Aldridge
Labour Program*

This overview of workplace innovations is based on a review of 51 collective agreements settled during the third quarter of 2008. Of these, 10 settlements contained provisions considered to be innovative or of particular interest.

Duration

Nineteen agreements had a duration of 36 months, representing slightly less than half (46%) of settlements

for the third quarter of 2008. Eleven agreements had durations of 48 months, 2 had durations of 24 months while 3 had durations of 12 months. There were 15 agreements with 60-month durations and 1 agreement had a duration of 85 months. This longest agreement was between Med Express, Canada-wide, and Teamsters International Union.

Compensation

A **nickel price bonus** has been negotiated between VALE Inco Limited, Thompson, Manitoba, and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union. For any quarter in which the company has net earnings and the Average Realized Price of nickel is US\$2.25 per pound, each employee will receive a lump-sum payment equal to 10¢ per hour worked in that quarter. The multiplier used to calculate the lump-sum payment will be increased by 1¢ for each 1¢ that the Average Realized Price exceeds US\$2.25.

HBA Services, province-wide, Alberta, and Health Sciences Association of Alberta have introduced **retention incentives**. Full-time employees will receive the following:

September 30, 2008	\$1,250
March 31, 2009	\$1,250
September 30, 2009	\$1,125
March 31, 2010	\$1,125

The Saskatchewan Association of Health Organizations, province-wide, and Saskatchewan Union of Nurses have also negotiated **retention incentives**. The parties, recognizing the benefit of retaining the services of late-career, experienced nurses past their unreduced retirement date, will take steps to ensure that more of these employees remain in the system.

By December 1, 2008, the Union/Government Partnership will be utilized to develop the initial framework to identify innovative initiatives which would permit late-career nurses to reduce their clinical hours of work and spend increased periods or their work week in these initiatives. Initiatives may include coordinating care, patient teaching, clinical education, mentorship, or health promotion and prevention.

The above parties have also implemented a **market adjustment**. In return for workplace stability achieved through the negotiation of a 4-year collective agreement, a 5.0% wage adjustment will be applied to all classification schedules effective April 1, 2008.

In addition, a sixth step will be added to the salary ranges of the Nurse A and Nurse B classifications.

The Automobile Industry Employers' Association Inc., Montréal, Quebec, and CAW Canada have introduced **deferred salary leave**. The employee has the possibility of working 4 years at 80% of their salary and taking the fifth year as paid leave with 80% of salary.

Health and Welfare

HBA Services, province-wide, Alberta, and Health Sciences Association of Alberta have negotiated a **flexible health spending account**. Effective January 1, 2009, the employer will contribute \$1,250 on behalf of all employees plus an additional \$1,250 for full-time employees and prorated for part-time employees. Effective January 1, 2010, employer will contribute \$1,250 on behalf of all employees plus an additional \$1,500 for full-time employees and prorated for part-time employees. The account may be used for professional development, wellness, health expenditures, child/elder care or contribution to a registered retirement savings plan. Any unused allocation in an employee's account as of December 31 of any year may be carried forward for a maximum of one calendar year.

A **medical access support fund** has been established between VALE Inco Limited, Thompson, Manitoba, and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union. The employer will contribute \$150,000 per year to support employees and their families in the event of financial hardship brought about by a catastrophic medical emergency.

Leaves

HBA Services, province-wide, Alberta, and Alberta Union of Provincial Employees have introduced a **special necessity leave**. Effective April 21, 2008, a maximum of 4 paid days per year may be used due to unanticipated circumstances of pressing necessity which require the employee's personal attention and which may include illness in the immediate family.

The Corporation of the City of London, Ontario, and Canadian Union of Public Employees have negotiated a **Canadian citizenship** paid leave provision for the employee to attend the formal hearing.

Labour-Management Committees

During the third quarter of 2008, 12 of the 51 agreements contained provisions for establishing committees dealing with a wide variety of issues.

Toronto Catholic District School Board, Toronto, Ontario, and Ontario English Catholic Teachers' Association have negotiated a **year-round schooling** committee. The parties will introduce year-round schooling and identify issues in the collective agreement in order to implement the program in the framework of the collective agreement.

A **provincial support sector advisory** committee has been established between St. Boniface General Hospital, Winnipeg, Manitoba, and United Food and Commercial Workers Union Canada. The parties will

meet to discuss and resolve issues impacting the health care industry at the provincial level.

Canada Safeway Limited, province-wide, British Columbia, and United Food and Commercial Workers Union Canada have implemented a **performance review** committee. The committee will review the individual performances of stores that are experiencing financial difficulties or whose continued viability is questionable. The parties will continually discuss methods to improve the performance of stores and will hold joint meetings with store employees to discuss improvements in that particular store. If the parties cannot agree on whether or not a change should occur and/or how or when the change should occur, the matter will be referred to final offer selection arbitration.

Other committees included in collective agreements deal with such items as health and welfare, job classifications, modified work plans, and labour relations.

Previous articles on innovative workplace practices are available at http://www.hrsdc.gc.ca/en/labour/labour_relations/info_analysis/innovative/index.shtml.

Coming in the Next Issue

- Wage Settlements—**October 2008** analysis and wage data tables
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to http://www.hrsdc.gc.ca/en/labour/labour_relations/info_analysis/index.shtml or contact

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